**Toyia James-Stevenson, MD, MBA**

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* Organization-focused visionary with successful growth of multiple service lines, expansion of patient access and development of specialty-based quality incentive program.
* Collaborator on various system-wide initiatives focused on improving quality, financial stewardship and patent and provider satisfaction.

**LEADERSHIP AND MANAGEMENT EXPERIENCE**

**Vice President, Chief Physician Executive, Indianapolis Metro Region, IU Health 1/2023- Present**

Lead community-based primary care, gastroenterology, sleep medicine, anesthesia, cardiology, neurology, ob/gyn, emergency medicine which include over 500 providers covering 70 locations. Manage medical group operations of over 3700 providers (academic and community) including credentialing, ambulatory risk, quality, safety, and human resource and variable compensation. Lead strategy for Statewide Employee and Occupational Health. Served on various committees in this role.

**Highlights:** Led stabilization and optimization work for large community-based anesthesia covering 50 anesthetizing locations. Optimization included compensation realignment, coverage location expansion and contraction resulting in addition of 20 new providers (33% growth and 90+% retention in under 2 years). Lead growth initiatives for expansion of obstetrics into new hospital and market. Successful expansion of Sleep Medicine statewide with filling all open provider workforce positions and plans for continued expansion. Established new advanced endoscopy units and two busy suburban hospitals.

**Daily job responsibilities**:

* Serve on statewide Medical Group (IUHMG) Operations Team
* Serve on Medical Group and Suburban Hospitals (IU North, IU West, IU Fishers) Executive Teams
* Co-Lead IUHMG Quality, Safety and Management Committee
* Co-Lead IUHMG Ambulatory Peer Review Committee
* Co-Lead Virtual Care Ambulatory Provider Committee
* Co-Lead Provider Engagement Workgroup Addressing Resource and Technology Constraints
* Member of work RVU Review committee, Risk Committee, Quality No Harm Committee, Coding Quality Committee, Ambulatory Quality Steering Committee, Medical Group Performance Hub, Population Health Statewide Managed Care committee
* Member Academic Health Center Med Staff Professional Standards Committee
* Sponsor: Ambulatory Medicine and Procedure Committee
* Physician Sponsor: APP Council
* Co-Executive Sponsor: IUH Research Council Community Medicine Workstream
* Partner with 5 facility CMOs on workforce and other strategic hospital-based initiatives
* Partner with System Health Solutions on urgent care and virtual behavioral health management

**Medical Director, GI Access, GI Quality and Women’s GI Health, IUHP 4/2020 – 1/2023**

**Achievements:** Led the implementation of virtual visits in DALD during COVID pandemic achieving 90% of pre-COVID clinic volumes within 60 days. Oversee outreach clinics and collaborations with population health and new Women’s Health Service line on GI projects. Mentor female GI faculty to help optimize career satisfaction.

**Member, AAMC Telehealth Advisory Committee** **9/2019 - Present**

**Achievements**: Helped implement first national set of AAMC telemedicine competencies for evaluation of medical students, residents, and faculty. Continued engagement in national strategies to improve CMS and commercial payor coverages for telehealth and quality metrics for providers.

**Symposium Section Co-Chair, Telemedicine Curriculum, Competency, & Culture** **9/2020**

**Goals:** Co-directing national panel on best practices in telehealth education. First national meeting of telehealth experts representing 25 medical schools and health organizations sponsored by Mass General Telehealth.

**Member, Finance Committee IUHP 2018 - 2022**

**Achievements:** Advocate for comprehensive physician compensation models and development of strategic initiatives that maintain financial health of organization.Liaison to Operations Committee since 4/2020 including participation in discussions and reporting summary back to finance committee.

**Course Co-Director: CME Seminar on Lower GI Motility Disorders, IUSM 9/2020**

**Goals:** Collaborated on content-development, created budget, and oversaw marketing for this program. Moderating two virtual sessions with national and local thought leaders on current guidelines.

**Member, Curriculum Council Steering Committee, IUSM 8/2020 - Present**

**Goal**: Helping to advance policies around medical school education for all 9 campuses.

**Process Owner, DALD Rapid Improvement Event, Pre-Virtual Visit Work 8/2020**

**Goal:** Leading the service line’s charge to decrease virtual visit re-work, improve team member and patient satisfaction, improve productivity, and decrease No-Show rates.

**Virtual Visit Champion, IUHP- DALD and Finance Committee 6/2020 - Present**

**Achievements:** Serve as the virtual care liaison for the IUHP finance committee and for DALD to advocate for and lead provider engagement in telehealth. Conduit of rapidly changing information around best practices, regulations, platform, and workflow integration.

**Virtual Care Ambulatory Provider Committee, IUHP, Co-Chair** **4/2020 - Present**

**Goal:** Participate in strategic development of a comprehensive virtual care model in the ambulatory setting that optimizes the ability of team members to provide high quality care to patients.

**GI Clinical Effectiveness Council, IUHP 4/202 - 12/2022**

**Goal:** Participate in system-wide projects that seek to improve quality of inpatient and outpatient practices. For example, developing eLMS module for practitioners around proper indication for EGD with goal of decreasing overutilization of EGD with biopsies in the ACO.

**Member, Admissions Committee, IUSM 2014 – 2022**

**Achievements:** One of 20 physicians who interview applicants an average of one full day twice monthly over the fall and spring. Participate in applicant selections an average of one full day monthly throughout the fall and spring with progressive improvement in ideologically diverse applicant pool.

**Chair, Clinical Competency Committee, IUSM GI Fellowship 2016 – 6/2020**

**Achievements:** Led the assessment of clinical, research, endoscopic and professional milestone attainments for GI Fellow trainees. Achieved 100% Board pass-rate and successful ACGME accreditation of fellows involving 360-degree feedback and coaching.

**Motility Lab, IU University Hospital University 2011 – 2023**

**Achievements:** Trained nursing staff on anorectal manometry performance. Since joining in 2011, increased overall anorectal procedures performed from 52 to 300, a 6-fold increase. Our lab now consistently performs over 3000 total procedures annually, making it one of the busiest in the country.

**Member, Clinical Faculty Advisory Panel for Promotion, DOM 6/2019 – 12/2022**

**Achievements:** Participate in strategic initiatives to increase promotion rates of junior faculty within the Department of Medicine through advising and mentoring in areas of CV and personal statement.

**Member, Department of Medicine, Equity, and Inclusion Group 2019 - Present**

**Goal:** Help to implement tactical processes for recruitment and retention of internal medicine residents and faculty and promote equity within division.

**Member, IUHP Quality Workgroup, GI/DALD 6/2019 - 2022**

**Goal:** Develop appropriate quality metrics that will be used for redistribution ofdivisional RVUs.

**Initiator: Women’s GI Advisory Group, DALD** **2018 - Present**

**Achievements:** Created a Women’s GI mentorship group funded by DALD. Quarterly meetings focus on mentorship and coaching of junior faculty, GI fellows, residents, and medical students.

**Member: Women’s Advisory Council, IUSM 2013 - Present**

**Achievements:** Advocated for improvement in promotion and support for Women at IUHP/IUSM, including advising on strategies to improve representation of women in leadership roles.

**Member, Enhance Our Mission Program Committee, DALD 2016 - 6/2020**

**Achievements:** Successfully developed comprehensive, transparent standards for distribution of divisional funds to faculty that align with IUSM/IUHP educational and quality metrics.

**Member, IUHP Advisory Committee for Diversity and Inclusion 2018**

**Achievements:** Organized focus groups of employees that identified specific actionable areas for IUHP to target retention, promotion and inclusion of women and under-represented employees in all areas of the organization.

**Initiator, DALD Northside Strategic Planning Group 11/2017**

**Achievements:** Organized meeting of Northside physicians and practice administrators to evaluate current clinic flow based on Lean/RIE events, strategize on growth of clinical and endoscopic volumes and reduction of appointment lag times, improve utilization of clinical spaces, expand medical weight loss program and improve recruitment of patients for active GI studies.

**Member, GME Under-represented Minority Steering Committee 2014 - 2017**

**Achievements:** Advised associate dean on methods to improve diversity and inclusion. Mentored residents for duration of their residency.

**Member, Physician Engagement Committee, IUHP 1/2015 - 3/2016**

**Achievement:** Represented GI Division on committee addressing ways to improving physician engagement and satisfaction.

**Course Director: Update on Diagnosis and Management of Pelvic Floor Disorders, IUSM 2015**

**Achievements:** Organized and led this CME course, which included presenters from colorectal surgery, radiology, urogynecology, gastroenterology and physical therapy. Secured full outside grant funding for this highly rated course attended by physicians and physician extenders.

**National Course Director: Pill Colonoscopy 2014**

**Achievements:** Led 3 courses in Atlanta, Chicago, and Indianapolis of over 20 physicians which successfully instructed appropriate interpretation. on application of this new technology.

**CLINICAL EXPERIENCE**

**IU Health, Gastroenterology Staff Physician 2011 - 2/2022**

* Support growth of our Northside general Gi and motility practice with a focus on functional and pelvic floor disorders.
* Provide clinical and endoscopic care three days weekly at our Springmill site. Notably, our division’s Springmill clinical practice volumes now exceed our downtown clinical volumes, largely due to our commitment to expand access based on patient and referring physician preferences.
* Provide call coverage for IU North and IU Saxony locations 5 weeks yearly.
* Have previously provided coverage of inpatient service at IU North, University Hospital and Eskenazi.

**Gastroenterology Associates – Staff Physician** **2009 - 2011**

* In this private group on the North and east side of Indianapolis. My primary clinical practice was based at Community North. Also provided inpatient coverage for Community East and call coverage for Community East, Community North and Heart Hospital

**EDUCATION**

* POST-DOCTORAL

Emory University Gastroenterology Fellowship **2006 - 2009**

University of North Carolina-Chapel Hill Internal Medicine Residency  **2003 - 2006**

* GRADUATE

Indiana University School of Medicine MD **1999 - 2003**

* UNDERGRADUATE

Georgetown University BS Chemistry **1995 - 1999**

* FURTHER EDUCATION

Ball State University MBA **5/2016 - 7/2018**

Concentration: Health Economics, Policy and Administration (GPA: 3.91)

**APPOINTMENTS**

* IU School of Medicine Associate Professor of Medicine Practice **8/2011- Present**

**Licensure, Certification and Specialty Board Status**

* American Board of Internal Medicine (ABIM) 273315 **2006 - 12/2016**
* Drug Enforcement Administration BJ9891373 **2009 - Present**
* State of Indiana 01066296A, B **2009 - Present**
* AIBM, Gastroenterology 273315 **10/2009 - Present**

**Professional Organization MembershipS**

* American College of Gastroenterology (ACG) **2006 - Present**
* American Gastroenterological Association (AGA) **2006 - Present**
* American Society for Gastrointestinal Endoscopy (ASGE)  **2006 - Present**
* American Neurogastroenterology and Motility Society (ANMS) **2011 - Present**

**Professional LEADERSHIP DEVELOPMENT**

**Course/Workshop Title Provider Date**

* Leadership in Academic Medicine IU School of Medicine **2012 - 2013**
* International Pillcam Colon Course Medtronic **2013**
* Women’s Leadership Development Course ASGE **8/2015 - 5/2016**
* MBA in Health Economics, Policy and Administration Ball State **2016 - /2018**
* Mid-Career Minority Faculty Leadership Seminar AAMC **10/2019**
* Executive Coach Turning Point Consulting **2/2020 - 8/2020**
* Physician Leadership Program The Health Management Academy **2024**